

Department of Biology
Revised¹ Statement on Joint Appointments
(Home Department² not Biology)

I. Non-Salaried Joint Appointments

Joint appointments in the Department of Biology will acknowledge natural alliances among scientists, enhance communications, and promote research and teaching collaborations. The Department considers a joint appointment a special privilege beneficial to both parties. Consideration for joint appointments usually will be initiated by the Head of the Department of Biology. Candidates for joint appointments will be conferred a rank in the Biology Department equal to that attained in the home department. Candidates must have credentials comparable to those expected of candidates for tenure-track faculty positions in the Biology Department. The Advisory Committee will review each candidate and will present meritorious cases to the departmental faculty for their consideration. Teaching responsibilities and research facilities will be negotiated between the department head and appointee. Nominees will be approved by a 2/3 majority vote of a legal quorum of tenured and tenure-track faculty.

Joint appointments normally will be made for a period of three years and will be subject to renewal at the end of the second year. Additionally, a joint appointment will be subject to renewal whenever the home department has made a promotion or tenure decision regarding the appointee. The renewal process will consist of a review conducted by the Biology Advisory Committee and subsequent discussion and vote by the Biology faculty. Notification of the conferral, renewal or denial of joint appointments will be made to the head of the appointee's home department.

Joint appointees may sponsor research of Biology graduate students without being required to do so as co_chair. They will be expected to serve on Departmental committees, or provide input to them, and they will participate in the review, selection and tenure and promotion of faculty. They will receive voting privileges, except on matters relating to joint appointments. They will be listed in the Department of Biology promotional and recruiting materials.

II. Joint Appointments With Salary

Joint appointments with salary may be established with a majority (greater than 50%) or minority (less than 50%) appointment in the Department of Biology. As with those holding joint appointments without salary, salaried joint appointees will enjoy full rights and responsibilities within the Department of Biology. Additionally, salaried joint appointees will have full voting privileges, including matters concerning joint appointments. Teaching responsibilities and research facilities will be negotiated between the department head and the appointee.

A. Untenured Joint Appointments. During the pre-tenure period, there will normally be no review of joint appointment arrangements unless requested by the individual. However, normal annual review of progress towards tenure will be conducted by the Department of Biology.

Tenure decisions for untenured, salaried joint appointees require special consideration. The tenure_track faculty member will undergo consideration for tenure simultaneously in both of the appointee's departments. The schedule for consideration for tenure will be agreed upon at the time the appointee is hired. The participating departments will constitute separate tenure review committees for the appointee, although the separate committees may share information.

Decisions for tenure in the participating departments will be made independently. The Department of Biology reserves the right to decline tenure to the individual even if the other department recommends tenure. In this case, if the appointee is retained, responsibility for salary would fall to the other participating department, and the appointee would relinquish the joint appointment in Biology. Conversely, if the Department of Biology approves tenure while the other participating department denies it, the Department of Biology must assume responsibility for the academic year salary of the faculty member in question.

B. Fixed Term Appointments. Salary may also be generated for a renewable, fixed-term appointment to address specific needs within the Department of Biology. These appointments will be reviewed for renewal as described under the statement on non-salaried joint appointments.

¹ Accepted by faculty vote April 3, 1991.

² "Home Department" is defined as the academic department or unit in which the greater percentage appointment is held.

Review of Non-Salaried Joint Appointees

The Department of Biology Revised Statement on Joint Appointments (adopted in April, 1991) states that: "Joint appointments normally will be made for a period of three years and will be subject to renewal at the end of the second year [or] whenever the home department has made a promotion or tenure decision regarding the appointee. The renewal process will consist of a review conducted by the Biology Advisory Committee and subsequent discussion and vote by the Biology faculty. Notification of the conferral, renewal, or denial of joint appointments will be made to the head of the appointee's home department."

In order to facilitate this review, joint appointees will provide an up-to-date c.v. and evidence of their active participation in both the academic and service programs of the department. This participation includes, but is not limited to:

A. Academic activities:

- (1) Teaching in a lecture or laboratory course in BIOL/BOTN/MICR/ZOOL
- (2) Chairing the committee of one or more BIOL/BOTN/MICR/ZOOL graduate student
- (3) Sponsoring BIOL 485 or 685 students
- (4) Directing student seminar programs BIOL 481 or BIOL/BOTN/MICR/ZOOL 681.

B. Service activities:

- (1) Regularly attending departmental faculty meetings
- (2) Serving on elected, appointed, or *ad hoc* departmental committees
- (3) Serving as a committee member for one or more BIOL/BOTN/MICR/ZOOL graduate student

(Authored by Craig Nessler, spring 97)